

# Open Enrollment 2013

Enroll Online Oct. 29 - Nov. 19 at noon EST



*INVEST IN YOUR HEALTH*

Learn how to maximize your CDHP/HSA benefits



# What stays the same in 2013?

- State will continue to front-load 50% of the HSA contribution in January, 45% of deductible contributed
- Delta Dental and Anthem will continue to administer dental and medical plans
- No increase in cost of vision, life insurance or dental plans
- State continues to pick up over 75% of total healthcare costs—better than the 70% employer average



# 2013 Medical Plans

- Anthem Consumer-Driven Health Plan 1 (**CDHP 1**)
- Anthem Consumer-Driven Health Plan 2 (**CDHP 2**)
- Anthem Traditional PPO

All three plans are in the *Blue Access PPO network*.



# Medical Plan Rates

Plan	Single	Family
CDHP 1	\$42.74	\$59.78
CDHP 1 (w/ non-tobacco use incentive)	\$7.74	\$24.78
CDHP 2	\$81.68	\$169.52
CDHP 2 (w/ non-tobacco use incentive)	\$46.68	\$134.52
Traditional PPO	\$197.24	\$494.30
Traditional PPO (w/ non-tobacco use incentive)	\$162.24	\$459.30

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# Plan Specifics

	CDHP 1		CDHP 2		Traditional PPO	
	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
<b>Deductible</b>						
Single	\$2,500		\$1,500		\$750	\$1,500
Family	\$5,000		\$3,000		\$1,500	\$3,000
<b>Out-of-pocket maximum</b>						
Single	\$4,000		\$3,000		\$2,500	\$5,000
Family	\$8,000		\$6,000		\$5,000	\$10,000
<b>Office Visit</b>	20%	40%	20%	40%	30%	50%
<b>Inpatient</b>	20%	40%	20%	40%	30%	50%
<b>Emergency Room</b>	20%	20%	20%	20%	30%	30%
<b>Urgent Care</b>	20%	40%	20%	40%	30%	50%
<b>Wellness and Prevention</b>	0% (No deductible)	40% (No deductible)	0% (No deductible)	40% (No deductible)	0% (No deductible)	50% (No deductible)

## Prescription Drug Summary

	Retail Rx (Up to a 30-day supply)	Mail Order Rx (Up to a 90-day supply)
	Standard co-pay	
<b>Generic</b>	\$10 co-pay	\$20 co-pay
<b>Formulary</b>	20% min \$30, max \$50	20% min \$60, max \$100
<b>Brand (Non-Formulary)</b>	40% min \$50, max \$70	40% min \$100, max \$140
<b>Specialty</b>	40% min \$75, max \$150 30-day supply	

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# In-network vs. Out-of-network

## In-network

- Broad network contracted with Anthem.
- Agreed to accept certain amount (allowable charge) as payment for specific covered services.
- Go to Provider Finder online directory at [www.anthem.com](http://www.anthem.com). All three Anthem plans are in the Blue Access PPO network.

## Out-of-network

- No contract with Anthem.
- May charge more than in-network providers.
- Plan only pays 60% of discounted fees on most covered services for CDHPs. For Traditional PPO, it is 50%.
- Provider can balance bill you for difference between what plan pays and the full fee charged.
- Not bound by Anthem's in-network discounted fees.



# Health Care Reform Changes for 2013

- Health Care Reform has expanded the coverage of women's preventative services to:
  - Contraceptive counseling
  - FDA-approved generic birth control methods (with a prescription)
  - Breastfeeding support, supplies and counseling



# Preventive Care – Why Should I Do It?

In-network preventive services are covered in full, before the deductible is met, but that's not all!

Preventive care:

- Improves our overall health
- Determines our medical history and risk factors
- Identifies and avoids potentially costly illnesses





# Pharmacy Benefits

- Medco merged with Express Scripts in a seamless transition.
- Your plan and benefits will remain unchanged for 2013.
- With the coming together of the two largest pharmacy benefit managers, state health plan members will get the best resources available in the market today.
- Shop for the lowest price on your medications. Go to [www.express-scripts.com](http://www.express-scripts.com) . Simply enter the name of your prescription and the website will list the price and any generics or other options for treatment of your particular condition.



# Health Savings Accounts (HSAs)

- A special bank account owned by an individual to pay for current/future health expenses, once the coverage is effective.
- Exclusive to those enrolled in a CDHP.
- Contributions to the account remain tax free as long as the money in the account is used only to pay for eligible health expenses.
- Funds remain in your account from year to year.
- Funds are portable.
- Employee contribution is optional, not mandatory.
- Employee contribution can be changed at anytime during the year.



# HSA Reminders

- HSAs are separate from your CDHP medical plan.
- You can use the money in your account to pay for medical expenses for yourself, your spouse and your dependent children (even if they are not covered on your plan).
- You can pay provider with other funds and then reimburse yourself from the account.
- It is up to you as the enrollee to keep track of your expenditures and follow the IRS guidelines
- There will be tax consequences if HSA funds are used for other purposes besides qualified medical expenses.



# HSA Reminders (cont.)

## Health Savings Accounts (HSAs)

You are not eligible to open or contribute to an HSA if you have:

- Another medical insurance plan (*unless it is a qualified CDHP*)
- Medicare (*Part A or Part B*)
- Medicaid
- Tricare
- VA benefits received within the last three months



# 2013 HSA Contributions

	Coverage	Initial Contribution	Bi-Weekly Contribution*	Annual Employer Contribution
HSA 1	Single	\$561.60	\$21.60	\$1,123.20
	Family	\$1,124.76	\$43.26	\$2,249.52
HSA 2	Single	\$336.96	\$12.96	\$673.92
	Family	\$673.92	\$25.92	\$1,347.84

\*HSA contributions will be spread over the first 26 pay dates in 2013. For A-payroll, no HSA contributions or FSA contributions will be made on the 27th pay date (12/31/13).

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# HSA Maximums

- For 2013, the maximum amount that can be contributed to an HSA from all sources is:
  - \$3,250 (employee only coverage)
  - \$6,450 (family coverage)
- Catch up provision for individuals over the age of 55 is \$1,000.



# New FSA Maximums

- For 2013, the maximum amount that can be contributed to an Flexible Spending account has decreased to \$2,500.
  - This includes both the Medical Flexible Spending Account and the Limited Purpose Flexible Spending Account



# The Rising Cost of Healthcare

- Medical inflation continues to rise at twice the rate of overall inflation.
- SOI medical plan costs are projected to increase \$28M in 2013 – this is an 8% increase from 2012.
- Cost drivers are:
  - PPACA Compliance
  - An aging population that requires higher acuity of care
  - New high cost drug therapies
- Cost savers are:
  - Patients are migrating from high cost inpatient stays and Emergency Room visits to more cost effective Outpatient and Professional settings.
  - Gains in generic drug usage and mail order prescriptions
  - Increased participation in case management and disease management programs
  - Above benchmark utilization of Preventive Care Services

**Overall, SOI will see a \$28M increase in 2013**





# Impact of the \$28M Increase

- No major changes to plan design or HSA funding levels
- Non-Tobacco incentive increased from \$25 to \$35 per pay
- SOI to contribute 54% of increase, or \$14.5M
- Annual health plan premium increases for participants:

<b>Plan (NT only)</b>	<b>Annual Employee Rate</b>	<b>Increase vs. 2012</b>
CDHP I Family	\$644.28	+\$232.96
CDHP II Family	\$3,497.52	+\$1,264.12
PPO Family	\$11,941.80	+\$2,805.40



# How do we Stack Up?

2011 Healthcare Utilization Statistics	PPO	CDHP2	CDHP1	State of Indiana Average	National Benchmark (Anthem)
Emergency Rooms Visits (per 1,000)	312.2	241.3	202.1	221.6	180.6
Outpatient Visits (per 1,000)	2,841.6	1,566.6	1,123.7	1,395.8	887.2
Physician Office Visits (per 1,000)	6,743.4	5,096.9	1,892.7	2,110.9	1,803.3
Generic Dispensing Rate	73.0%	74.8%	78.7%	76.5%	70.9%
Average Cost per Prescription	\$72.30	\$58.26	\$33.68	\$48.56	N/A
Hospital Admissions (per 1,000)	155.0	74.5	55.6	70.1	68.9
Average Length of Stay (in days)	5.6	4.4	4.3	4.6	4.5

Statistics are not adjusted for any differences in demographics or health status  
 Generic Dispensing Rate benchmark is based on Medco's Government Advisory Panel client group

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# How can we Improve?

- Continue to educate and invest in the consumerism strategy
  - Transparency Portal – Spring 2013
- We simply **MUST** make healthier choices
- More focused attention on chronic conditions
- We will continue to explore Wellness opportunities



# Anthem 360°

- 360° Health provides you with support to help you achieve your health goals by working with you, your doctor and other health care professionals to assist you in improving your health.
- All employees enrolled in an Anthem plan receive these services as part of their health care insurance plan.
- Go to [www.anthem.com](http://www.anthem.com) to complete the health assessment.



# Anthem 360°

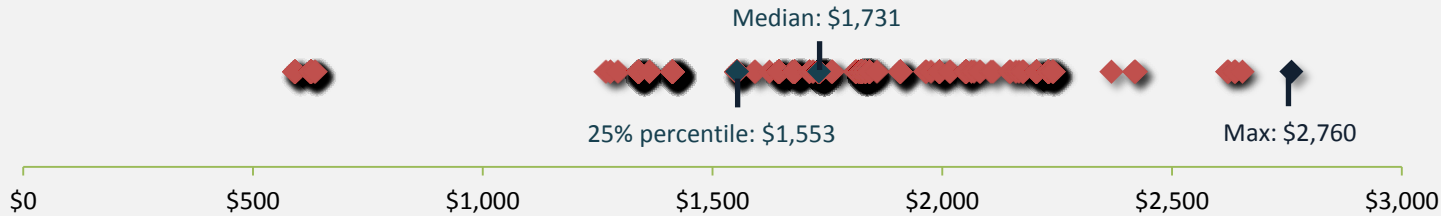
## Features Include:

- Case Management – working with members to achieve health goals designed for specific circumstances.
- 24/7 NurseLine: 888-279-5449
- Go to [www.anthem.com](http://www.anthem.com) to complete the health assessment.
- Condition Care - assisting members in managing symptoms related to the most frequently diagnosed conditions.
- Complex Care - reaching out to members with multiple health care issues to offer support and assistance.



# Employees currently overpay for healthcare

Prices for MRI of the brain (CPT 70553), Indianapolis area



Incidences:  
638

Savings  
Opportunity:  
\$75,470

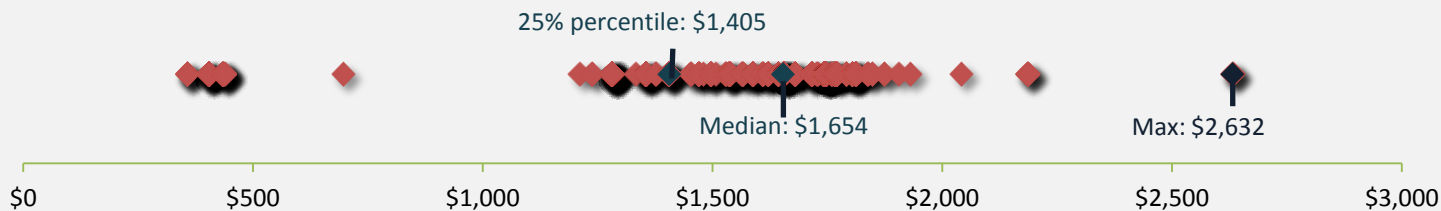
Prices for Tissue exam by pathologist (CPT 88053), Terre Haute area



Incidences:  
432

Savings  
Opportunity:  
\$16,132

Prices for MRI of the inner spine (CPT 72148), Indianapolis area



Incidences:  
500

Savings  
Opportunity:  
\$26,612

Note: Savings opportunity estimated as savings possible if services are moved to the median cost per each service in that area. All data points are in network

# What's Next?

- At the end of the 1<sup>st</sup> quarter of 2013, we anticipate the launch of Castlight.
- Castlight is designed to help consumers take charge of their health care decisions.
- Features include:
  - User friendly search options
  - Quality ratings for any type of care
  - Integrated current deductible information with pricing
  - Keeping you informed and helping you understand which phase of your plan you are in: deductible , co-insurance or covered at 100%
  - Apps for Apple and Android
    - Call for an appointment right from the app
    - Map the location of the service



primary care for adults

 Search

Searching near 4375 Foothill Road Pleasanton CA 94588  
[Change search location »](#)

## Primary Care for Adults

[What to expect during your visit](#) | See also: [Child Primary Care](#), [Lab Test](#), [Influenza](#)

 Print

YOU PAY

**\$80 - \$307**

Total costs \$80 - \$307

Cost estimates are for a first visit.

Refine your search

Distance

25 miles

Type of care:

[Help with a problem](#)

First visit:

☒ Yes  
☐ No

Show only

- ☐ Taking new patients (1943)
- ☐ Extended or weekend hours (86)
- ☐ Female (778) ☐ Male (1225)
- ☐ Results with ratings (832)

Specialties

- ☐ Adult - Family Medicine (11)
- ☐ Family Medicine (582)
- ☐ General Practice (103)
- ☐ Geriatric - Internal Medicine (30)
- ☐ Geriatric Medicine (12)
- ☐ Internal Medicine (1456)

Price range

\$80 \$307

Order: [least expensive](#)

About this rating

1-10 of 2054 results

[Compare](#)

**De Wolf, William Robertson, MD**

Internal Medicine  
[Star Providers Network](#)

12 Camino Encinas  
Orinda, CA, 94563 (20 mi)  
(510) 204-8180

★★★★★  
1 review

YOU PAY **\$80**  
Total cost \$80

**Beyzer, Lyudmila, MD**

Internal Medicine  
In-Network

108 La Casa Via, Suite 103  
Walnut Creek, CA, 94598 (18 mi)  
(925) 935-5290

★★★★★  
2 reviews

YOU PAY **\$89**  
Total cost \$89

**Callaghan, Rachel C, II MD**

Internal Medicine  
In-Network

350 30th St, Suite 100  
Oakland, CA, 94609 (21 mi)  
(510) 204-8290

★★★★★  
2 reviews

YOU PAY **\$89**  
Total cost \$89

**Wherry, Jeffrey Alan, MD**

Family Medicine  
[Star Providers Network](#)

1133 E Stanley Blvd, Suite 117  
Livermore, CA, 94550 (8 mi)  
(925) 371-8885

★★★★★  
2 reviews

YOU PAY **\$91**  
Total cost \$91

[View 1 more address](#)

**Aravamuthan, Manjari N, MD**

Internal Medicine  
[Star Providers Network](#)

200 Jose Figueres Ave, Suite 230  
San Jose, CA, 95116 (22 mi)  
(408) 929-6922

★★★★★  
1 review

YOU PAY **\$92**  
Total cost \$92

**Talebi, Parviz Sagheb, MD**

Family Medicine  
[Star Providers Network](#)

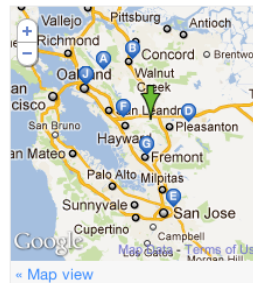
20700 Lake Chabot Rd, Suite 107  
Castro Valley, CA, 94546 (9 mi)  
(510) 889-1922

★★★★★  
2 reviews

YOU PAY **\$93**  
Total cost \$93

**Wilson, Vanessa Valencia, MD**

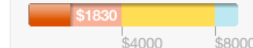
★★★★★



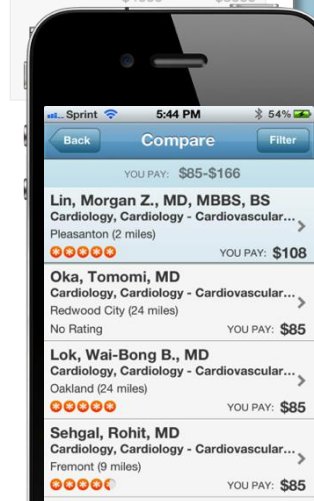
### Your plan

Status

Deductible Coinsurance



\$4000 \$8000



# Castlight is the solution

**Intuitive** consumer-friendly design; one-click search

**Personalized** out-of-pocket information for each user

**Integrated** quality, convenience, cost, and satisfaction information

**Configurable** to meet evolving benefits needs (e.g. CDH, RBP, COE)

**Targeted messaging** to promote employer/plan services





SPD

Advanced Search

GOVERNOR  
MITCH DANIELS  
Visit his Home Page >>

SPD Home

Open Enrollment

Eligibility and Enrollment

2013 Health Plans

Rates and Summaries

Prescription Coverage

Dental

Vision

Life Insurance

Flexible Spending Accounts

Are you not receiving emails  
about Open Enrollment?Sign-up to receive emails  
from State Personnel about  
Open Enrollment 2013Activate your Anthem account  
at [anthem.com](http://anthem.com) today!The Torch  
OnlineIndiana State  
Personnel Department

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Ut soleat aliquip sed, graece possim torquatos pri id. Esse conceptam moderatius id vim, verear feugait at vis, cum ad mazim primis. Mundi dictas referrentur ea duo, eu omnis nulla definitionem vis, vitae inimicus ius ad. Liber nonumy sententiae id has, at apeirian erroribus duo.

Sea id albusci democritum voluptatibus, accusam explicari has et. Sale illum persequeris id usu, sed esse vide deterruisset cu. Sed oratio commodo maluisset no, an sed novum incorrupte elaboraret. Pro cu enim salutatus, vim et democritum instructor. At solet utroque pertinax vix.

- View Letter from State Personnel Director about 2013 Benefits
- Morbi Tristique Senectus
- Et Netus Et Malesuada Fames

To view current benefits information, [visit the Benefits Home](#).

## VIEW RATES

HEALTH  
DENTAL  
VISIONVIEW PLAN  
SUMMARIES AND  
HEALTH BENEFIT  
BOOKLETSVIEW SCHEDULE  
OF WEBINARS  
AND TOWNHALL  
MEETINGS

## Resources

- [Plan Comparisons](#)
- [CDHP 1 Summary](#)
- [CDHP 2 Summary](#)
- [Trad PPO Summary](#)
- [Health Savings Accounts](#)
- [Benefits Calculator](#)
- [Non-Tobacco Use Incentive](#)
- [Qualifying Events](#)

## Publications

- [Open Enrollment Booklet](#)
- [Employee Communication](#)
- [Benefits Presentations](#)
- [OE 2013 Emails](#)
- [Webinar Schedule](#)
- [View archived webinar](#)
- [Anthem Notices](#)
- [Anthem Website](#)

## Maximize Your Benefits

- [Have you created an anthem.com account yet?](#)
- [Emergency room alternatives can save you time and money](#)
- [Lasik procedure from start to finish](#)

Online Services  
FIRST IN LINE EVERY TIME

- ◆ Search Employment Opportunities
- ◆ PeopleSoft Human Resources
- ◆ PeopleSoft Financials
- ◆ PeopleSoft Employee Training
- ◆ Onboarding
- ◆ Webmail
- ◆ Citrix Remote Access
- ◆ Indiana Public Retirement System
- ◆ Forms.IN.gov

More Online Services >  
Subscriber Center >

## Questions?

## Benefits Hotline

(317) 232-1167 (Indianapolis)  
(877) 248-0007 (outside Indianapolis)E-mail the Benefits Division  
[spdbenefits@spd.in.gov](mailto:spdbenefits@spd.in.gov)

@INSPDBenefits

Follow State Personnel  
Benefits on Twitter during  
Open Enrollment

## 2013 State Holidays

See the schedule

## Links

View your current benefits  
information for  
Human Resource Directors  
The Easy Program (Anthem EAP)

## Multimedia

Anthem Care Comparison

## Forms/Notices

Verification of Dependent Disability  
Medicare and Your Prescription  
Drug Coverage

# Don't Forget the Dates...

**October 29<sup>th</sup> through  
November 19<sup>th</sup>, 2012 at Noon EST**

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# Important Resources

## State Personnel Benefits Hotline

- Local: 317-232-1167
- Toll free: 877-248-0007

## Online resources

- [www.in.gov/spd/openenrollment](http://www.in.gov/spd/openenrollment) (Open Enrollment)
- <http://www.in.gov/spd/2589.htm> (SPD Benefits)
- <http://www.irs.gov/pub/irs-pdf/p969.pdf> (IRS)



# Questions?

- Please feel free to ask any questions you may have
- If you have additional questions during Open Enrollment, please contact the Benefits Division at:
  - 317-232-1167 (local)
  - 1-877-248-0007 (outside the 317 area code)
  - [spdbenefits@spd.IN.gov](mailto:spdbenefits@spd.IN.gov) (email)

